

From the Editor



Hurry up and wait.

For various reasons, this whole semester has felt like a waiting game. The countdown to the Olympics hasn't affected me personally, but it must have a bunch of people on edge. Vancouverites I've spoken to seem to be expecting annoyance rather than pleasure from the big event, and are doing more planning around parking than partying. From a labour point of view, the more painful wait will be the one for the final price-tag on the Games. Huge cost overruns, if they happen, will not augur well for the many public sector collective agreements that are due to be opened in spring 2010.

We've been waiting as well for the Federation of Post-Secondary Educators (FPSE) to determine its bargaining strategy. How the various affiliations within the sector will shake down still remains to be seen. We find ourselves more or less in common cause with the "younger" universities, who seem to have many mutual interests—with the exception, perhaps, of Kwantlen Polytechnic, which sees itself as yet a different breed of cat. Should we all work together? How closely should we work together? What about TRU? Is its collective agreement a benchmark or an anomaly? Then there are the colleges (Douglas, VCC, Camosun, Langara, Selkirk, etc.) who have been now grouped together in a more defined fashion. Given our new status, our interests have diverged a

bit from theirs. But how far, exactly? Of course all these institutions have their eyes on the research-intensive universities (UBC, SFU, UVic, and UNBC) whose bargaining tactics, whether successful or not, will have a powerful impact on what happens at all the other tables.

More locally, we've been waiting for the Report of the Rank and Tenure Committee. This document has now been submitted to the university community, and (yes) we are now waiting for comments and suggestions.

Finally, we've been waiting (and will have to wait a little while longer) for the results of the FSA Bargaining Survey. These results, once analyzed and interpreted, should provide important information not merely about the issues that members would like to see bargained here at UFV, but also about priorities. The received wisdom for unions in collective bargaining is that we won't get everything we ask for. It is essential, therefore, that the bargaining team be well aware of what is most important to membership. The survey also offers an opportunity to add issues that have been overlooked, and comments are invited throughout. If you haven't completed your survey yet, please do so soon.

Given that so much of our time is spent in line-ups, on hold, in traffic jams, and in anticipating action from on-high, one would expect the psychology of waiting to be a field crowded with eager scholars—and perhaps even to comprise a degree program at one of

...continued on page 2

Christmas Dinner & Dance

Saturday, Dec 5th
Langley Banquet Centre

See details on
page 15!

In this issue...

From the Editor	1
From the President	2
From the Staff Vice-President	4
From the F.P.S.E. Non-Regular Employee Co-Chair	4
From the Staff Contract Administrator	5
From the Faculty Contract Administrator	6
BC Federation of Labour	7
Faculty Forum	7
Judge Tosses Out Suit Over Retirees Benefits	7
From the Contract Chair	8
From the Secretary-Treasurer	9
From the F.P.S.E. Status of Women Rep.	10
'Bead for Life' Party	10
Upcoming Social Event Notice	11
FSA Contacts	12
What's New on the FPSE Website	12

From the President



Welcome Everyone

This year, and especially this fall semester, is an important time for us as we approach our 2010 round of bargaining. The preparations and planning for this round of bargaining have necessitated my attendance at several provincial conferences, a series of teleconferences, an unprecedented number of list-serve conversations around bargaining issues, and a trip to the Legislature in Victoria to lobby for increased resources for education. In this bargaining year our connection with the Federation of Post Secondary Educators (FPSE) representing 18 post secondary institutions, including all 5 new universities and Thompson Rivers University is invaluable. Recently, much of my work on your behalf has involved working on the council of presidents of the 17 other faculty associations as we prepare for bargaining. These meetings of Presidents Council of FPSE also connect the FSA with representatives from the Confederation of University Faculty Associations (CUFA) and the Canadian Association of University Teachers (CAUT) who attend to provide reports and recommendations on our approaching contract negotiations.

In early October several FSA executive members attended a Bargaining Conference with other member locals of the Federation of Post secondary Educators (FPSE). A speaker from the Canadian Association of University Teachers (CAUT) attended and presented on Collective Agreement language for universities. The CAUT speaker pointed out the problems with contract language on Academic Freedom that gives departments the right to make decisions that restrict the academic freedom of faculty members within that department. For preferred language on *Academic Freedom*, see our FSA website which provides the collective agreement language CAUT promotes as model language. On our FSA website you will also find the model language on Tenure, and the VERY important language on *Financial Exigency* and *Program Redundancy* that supports tenure and academic freedom. If you were unable to attend the FSA forum held last year in which Jim Turk of CAUT discussed Tenure, Academic Freedom, Financial Exigency, and Program Redundancy, we have a recording of the proceedings which we can lend you. Articles on Tenure, Financial Exigency, and Program Redundancy are important

...continued on page 3

...continued from page 1

the research-intensive universities. (Waiting lists to get in would be long, of course.) However, a quick internet search turns up only a few noteworthy items. The most prominent is a seminal article by business-management guru, David Maister. In "The Psychology of Waiting Lines" (1985) Maister explains how the service industry can reduce waiting times for customers, or at least make their wait more pleasant. This sounds promising, but in the end his analysis comes down to the simple formula $S = P - E$ (or, *satisfaction equals perception minus expectation*). In other words, a wait that is longer than we expected will lessen our satisfaction. Oh.

Robert Epstein, writing in *Psychology Today* (September 2001) makes the consoling point that sometimes waiting can be productive: "The non-behavior called "waiting" can have enormous benefits in a number of domains. Weight Watchers teaches, for example, that waiting in between spoonfuls lowers calorie consumption. Classroom studies have shown that superior teachers wait a while before answering their own questions; if a teacher routinely fails to wait for answers, students soon learn not to bother to try to provide them."

Well said, Robert—but in apparent dissent to this optimistic view, I also found a website (waiting.com) that offers medical and legal advice people who are waiting for someone to wake up from a coma. It makes for rather depressing reading. I suppose some parallels might be found here with our relationship to the provincial government (i.e., *when are they going to wake up?*) but the overall emphasis of the site lies on staying sane while nature takes its course. Clearly, more work needs to be done on this subject.



So while we are waiting, why not get this neglected area of study up and running? We will call ourselves Wait Watchers. And just to get the ball rolling, here's my contribution to the discussion: "Waiting is hard because it implies a lack of control over one's own circumstances. The person who is waiting would rather be taking action. He or she wants *something* to happen, just to break the tension. When something happens, we can respond, and so (however briefly) regain some control over the situation."

Okay, your turn. I await your contributions to this exciting initiative.

Hilary Turner

...continued from page 2

to have in every university collective agreement and I urge you to work to understand their importance to us at this time in our history.

In late October, Presidents Council of FPSE travelled to Victoria to lobby the legislature. While there we visited Liberal MLAs to discuss two documents: one from the Policy Table (comprised of people from Ministry, presidents of universities; FPSE, and BCGEU) that discusses collaborations between institutions, and between institutions and community groups. UFV is involved in several collaborations of both types. The document addresses the goals of, and barriers to, collaborations. The writers recommend that additional resources be allocated to those involved in collaborations in order to foster and support them. The second document was an IPSOS Reid poll that found 86% of people polled were in favour of the government investing money in post secondary education at this time. The message that emerged from these two documents was clear — we require funding for post secondary institutions, not only to continue the collaborative work that institutions have been encouraged by the Ministry to provide, but also to ensure that we do not turn away people who look to higher education with hope for a brighter future for themselves and their children. The current level of funding is inadequate to support the record increases in enrolment that post-secondary institutions in BC are experiencing.

At the same time, the Canadian Federation of Students met in Victoria to carry their message to Moira Stillwell, Minister of Advanced Education and Labour Market Development. Their slogan was: Education should not have to be a Debt Sentence. They experience first hand how poor economic times create the need for government leaders to provide training and/or re-training at a cost that students can bear.

College Pension Plan

In late October, the FSA executive invited Weldon Cowan, Pension Trustee

and FPSE Staff Representative to present information on how the Inflation Adjustment Account and Post-Retirement Benefits of the College Pension Plan are funded. This presentation was given by Weldon for the FSA Executive; however, we also invited any interested faculty members who happen to be available. Weldon has left his power point presentation with us — it is available on our website. I was surprised to learn that of the four sister plans, which includes our staff's Municipal Plan, the College Pension Plan is the only one in which the contributions of the employer are not greater than the contributions made by employees. We can be certain that better funding for pensions will be on the bargaining table in the 2010 round.

The finance (budget) subcommittee of Senate is an extremely important subcommittee because the University Act requires that the President of the University work with this subcommittee on setting the budget prior to seeking approval of the budget from the Board.

Rank and Tenure Discussion Paper

In November the joint Labour and Management subcommittee on Rank and Tenure met to finalize a discussion paper on rank and tenure at UFV. This document is intended to act as a springboard for further discussions. The FSA position is that any processes developed to set the general criteria for promotion decisions regarding tenure and rank will be governed by language in the collective agreement, and that decisions arising from these processes will be subject to appeal. Thompson Rivers University Faculty Association (TRUFA) researched the collective agreements of many similar sized universities and worked with CAUT to develop effective university language in their collective agreement on promotion and tenure — I recommend you take some time to read through parts of their agreement.

Senate Subcommittees

Members of our senate are now in discussion on the composition and terms of reference of the senate subcommittees. Once again we need to be mindful of the important role of faculty in

the governance of the university. Senate is the senior academic body of a university. At UFV we have a very limited number of faculties to provide senators to represent the academic interests of the institution. This makes it particularly important to ensure that faculty members comprise a majority on these subcommittees. The finance (budget) subcommittee of Senate is an extremely important subcommittee because the University Act requires that the President of the University work with this subcommittee on setting the budget prior to seeking approval of the budget from the Board. This step in the budgeting process provides Senate with a means of ensuring that academic issues remain central to the budgeting process.

Chandigarh, India

November also brought the opportunity for us to meet with DJ Sandhu, Eric Davis, and Robert Buchan to discuss the current status of the UFV business program in India. The executive of the FSA has an interest in the working conditions of faculty hired to teach in Chandigarh, the role of UFV departments in hiring faculty for the Chandigarh program, and the role of the Senate in reviewing the program. Many of the questions that were asked received tentative answers, due in part, to the changing nature of this project. Although this project is still costing us money, we were assured that this would either turn around in the next year or two or that the project will move in a new direction.

Happy Holidays

It's December and I invite you all to attend with us the Holiday Dinner and Dance, December 5th at the Langley Banquet Center (264th and Fraser Hwy). Our social convenor, Mandy Klepic, and her hardworking crew, Kathy Gowdridge, Margaret Brackett, and Shelaugh Thomson will have worked their usual magic to bring us another heart warming holiday event.

Rhonda Snow

From the Staff Vice-President



Hello everyone, just a few words to update you on what I have been working on. A major block of time has been dedicated to the bargaining survey that has now been sent to you. It is not a very long survey, but the information that you provide on the survey is vital to the work that is coming up soon. I hate to beat a dead horse but... please everyone do your part and fill it out. If you are happy with things and do not feel that you have anything to contribute, that can be put into the comments section. If you have any ideas for

change, submit those too. Should the survey be completed by the time you read this, do not worry as you can still email me with any ideas that you have and I will take them forward to the Bargaining committee.

If you are not sure which sections of the collective agreement could use some work, here is an example to get you thinking: In Article 27.2 Annual Vacations, we need language around our vacation time carry-over. Right now it appears that departments are operating differently on this issue and this could cause some issues for us. I would like recommend that the Bargaining Committee work on language that addresses carryover of unused vacation so that every member understands his or her rights on how

carry-over should work.

Other than working with the Bargaining Committee, I have been meeting with members who have needed support in a variety of ways. The level of support is different for each member; sometimes I clarify procedures, look up contract language, become fully involved in grievances and as always I listen to members who just need to talk something out.

The position of Staff Vice President is at times quite busy but it is very interesting and I am learning a great deal about creating a supportive and collegial work environment for all of us at UFV.

Isabel Hay

From the F.P.S.E. Non-Regular Employee Co-Chair



Well, there is less than a month left of the current fall semester and everyone is busy with classes and prepping for exams. This past October saw not only Halloween, but the annual campaign organized by FPSE (Federation of Post Secondary Educators) to raise awareness of the plight of sessional instructors here in BC. You may have noticed the pink posters in the hallways with people with bags over their heads with the caption: Afraid to Speak Out? No, this was not a cheap Halloween costume. The point of the campaign was to highlight the very real fact that many sessionals are afraid to voice their opinions on unfair working conditions at post secondary institutions throughout BC. The reason is that they lack job security. As the old adage goes, you don't rock the boat, especially when you are on it.

This column is of course aimed at sessionals here at UFV, but the people who really need this information are the regular faculty. It is they who can afford to speak out without fearing a loss of income, and it is they who need to be informed (or reminded) of our current working conditions.

The next round of bargaining offers some hope in improving sessional life here at UFV, but the Bargaining committee needs to have some kind of mandate from the faculty at large to press these issues. With this in mind, please be sure to fill out the bargaining survey that you should have received via email, and just as importantly remind your fellow department members to do the same. If you have not received this survey, please contact me (nrf@ufv.ca) and I will be sure that you get the opportunity to fill it out and have your opinion counted. The survey is anonymous, so your voice can be heard while your identity will remain confidential – it's better than a bag over your head, and it is a step in the right direction.

So best of luck during this busy season and I hope to see everyone back in January for another wonderful semester of teaching here at UFV!

Jeff Chizma

From the Staff Contract Administrator



I would like to take the opportunity to provide a summary of some of the contract administration issues that I have been involved in over the past few months as well as some in-

formation items that would be of interest to staff. The following is a list that outlines some of what I have been working on in my role as Staff Contract Administrator.

SAC Informal Grievance –

Recently I sat on a staff SAC as an FSA observer at the request of an internal candidate. There were four candidates being interviewed for the position, two of them internal. After the completion of the SAC process, the SAC members reached a consensus on the ranking of the candidates and recommended an external candidate for the position.

Upon further review of the process, it was discovered that the external candidate who had been recommended for the position did not meet the criteria set forth by the SAC. In this instance, the external candidate should not have been short listed as he should not even have been considered qualified for the position.

Article 11.4 (Employee Applicants) of the collective agreement states that an employee already on staff or on the layoff list who applies for and meets the criteria of a vacant position shall be given preference over an outside applicant who has equal or fewer qualifications to meet the criteria of the position. An informal grievance was filed by the FSA on behalf of the internal candidate. Upon receipt of the informal grievance, the employer rejected the recommendation of the SAC and offered the position to the internal candidate.

Workload Allocation – I have again been fielding questions from members regarding how work is to be allocated for staff within a department (article 17.8).

Where additional generalized work in a department is available to be offered to multiple employees who hold the same job title, work will be distributed in the following order:

1. Type A Staff (permanent employees) with less than 100% contracts shall be topped up to 100% in an equitable manner according to seniority and qualifications.
2. Type C and D Staff working less than 100% in a department will be offered additional work up to 100% in an equitable manner according to departmental seniority and qualifications.

Termination – There has been one termination over the last few months. When representing members who have been terminated by the employer, it is important to keep in mind that it is a very difficult time for all parties involved. I appreciate the discretion and the professional environment that is provided when dealing with these situations. I believe that the climate within which we work to resolve these situations is very important as the nature of the discussions can be very sensitive.

1. A Type C employee was terminated during his initial probationary period according to article 12.2(b) of the collective agreement. This article states that during the initial probationary period, a probationary employee may be transferred, laid off, dismissed or not reappointed for any stated reason. In this case, the employee received an unfavorable evalua-

tion during his initial probationary period.

Prior to the evaluation, the employer had held a few meetings with the employee to address the areas of concern that had been identified. Ways to address the issues were discussed and a plan was put in place.

After the evaluation during the probationary period, it became evident that the employee was not meeting the expectations that were required for the position and for employment at UFV. As a result, the employee was terminated before the expiry of his contract.

A grievance was filed and a resolution was agreed upon to the satisfaction of all parties involved.

Reclassification from Staff to Faculty – I have represented two members who were incorrectly classified. Originally the positions were created as staff positions; however, after a closer examination of the work they were doing it was discovered that they had been performing the duties of faculty. The two employees have since been reclassified to faculty.

How I Can Be Reached

If you have any questions or would like to stop by the FSA office please feel free to do so. I can be reached at local 4593 or you can find me in B377. I am in the Abbotsford FSA office Monday through Friday, and upon request I am readily available to meet with members on another campus. In addition, in order to more easily facilitate communications with members while out of the office, I can also be reached at 778-808-0917.

Heidi Tvete

From the Faculty Contract Administrator



I write to you from the convention floor of the BC Federation of Labour in downtown Vancouver, where some of the comments made by speakers at the microphones reflect my own scattered thoughts. The BC Fed Convention is organized labour's annual get together to compare notes on the state of the union for unionized workers across the Province. A few interesting bits of information have come to light so far. The BC Nurses Union, a powerful body in its own right, has had its membership in the BC Fed temporarily suspended over its attempt to raid the Hospital Employees Union in order to offer Licensed Practical Nurses partial membership in

BCNU. Partial membership? That doesn't sound very promising, and it hardly seems worth splitting the labour movement over. The fact that the Nurses Union went with BC's doctors cap in hand to Victoria earlier this year to negotiate "labour market adjustments" for themselves in the middle of a signed Collective Agreement seems a better reason to refuse them entry to the so-called House of Labour. But I digress.

Another tidbit gleaned yesterday from the Executive Council Report is that, by 2011, British Columbia's post-secondary students will pay more in tuition fees than all BC corporate income taxes combined. Wow. I would really like to have a second economist confirm the statistics behind this claim, but if it's true—or even close to being true—it's an embarrassment to us all. Sean, can you help me with this?

It's hard to be hopeful about the immediate prospects of organized labour in the Province of British Columbia when the only priority of the Government is to ensure a successful Olympic Games—including free tickets for Cabinet Ministers on "official" Government business—and to remind unions repeatedly that our Collective Agreements, which expire just a month after the Games end, will have to be negotiated with a "net zero" sum total in mind. What this says to me is that we might be allowed to negotiate something whereby we rob Peter to pay Paul, but it seems unlikely that we'll be able to negotiate anything à la Robin Hood, whereby we rob the rich to pay the poor. Speaking of which, all BC public sector employers, including the University of the Fraser Valley, are required to disclose annually the salaries of those of us who earn more than \$75,000 a year. This month's Board Report is an interesting read, to be sure, but I digress yet again.

In case you didn't already know this, the BC Government would like to remind you that the reason you won't be getting a pay raise in 2010 is because of the meltdown in the global economy, stupid, and it has nothing WHATSOEVER to do with the fact that the treasury has been emptied to pay for the Olympics. That's why you won't see, among other things, your desire for increased wages included in the FSA's recent bargaining survey. We don't negotiate salaries locally, anyway, but the fact that we're not even asking you about it says a lot about what you can look forward to.

On a more positive note, it looks like it'll be Associate Professor of... just about anything? Well, not anything, exactly, but quite a lot, in fact. When I read the recently released Report on Rank and Tenure I was pleased to see that it is more inclusive than I had imagined it might be, though it will of course be a source of discouragement to those who aren't included.

One last thing: I didn't hear any mention of this at the BC Fed Convention, but in the lobby of the Hyatt Regency hotel where I'm staying they are gearing up for the annual gingerbread house exhibition. Christmas (my apologies to those who don't celebrate it) is indeed around the corner, my 12 year old nephew is on his very best behaviour **and, yes, Virginia, there really is a Santa Claus**—and in his sack he'll be carrying a well-written Collective Agreement filled with lots of revenue neutral goodies for good little unionized girls and boys. A few of us risk coal, to be sure, but I'm holding out for something good for the rest of you, brothers and sisters.

*In solidarity,
Curtis Magnuson*

BC Federation of Labour

November 22 – 25

This labour conference was attended by Rhonda Snow, Curtis Magnuson, Kathy Gowdridge (all FSA Executive members), Pat Harris and Susan Brown (FSA members). Several resolutions from FPSE were brought forward to garner support for adult learning; a new system of trades training that involves labour in governance; and a public campaign to challenge the suppression of free collective bargaining.

BC Federation of Labour - Evening on Child Poverty

Mary Ellen Turpel-Lafond, Representative for Children and Youth, presented on the report of her office to the Legislative Assembly. This office "champions the fundamental rights of vulnerable children and youth". The FSA has a copy of this report if you would like to read it.

BC's Child Poverty Facts:

BC has had the highest Child Poverty rate in Canada six years running. One out of every 5 of BC's children is poor .

31% of food bank users are children.

Over half of poor children (56%) live in families where at least one member of their family had a full-time job.

The
**FACULTY
FORUM**

will be
announced soon!



Judge tosses out suit over retirees' benefits

Ruling means some government pensioners will be paying more for health care

By Jeff Bell, Canwest News Service - October 7, 2009

A class-action lawsuit over health care benefits for about 27,000 retirees has been dismissed in B.C. Supreme Court.

In her ruling, Justice Jacqueline Dorgan said the province of B.C. "was not under a fiduciary duty to provide and fund the [Medical Services Plan] benefit and extended-health benefit to any and all of the class members.

"While I can appreciate the consternation — doubtless too mild a word for some — of the plaintiff and the class he represents, there is no basis in law to redress it."

The issue brought before Dorgan was the Jan. 1, 2003, change to an existing retirement package that included premium-free MSP benefits and extended-health coverage. The change meant that affected government retirees had to pay a portion of their MSP premiums, while the scope of their extended-health benefits was narrowed and their deductible went up.

Others affected included people who had worked for independent agencies, post-secondary institutions and health authorities.

Fred Bennett was the plaintiff. He is a Coquitlam man who retired in 1996 at age 57 after 35 years as a psychiatric nurse. After retirement, he was diagnosed with diabetes, had a heart attack and developed kidney trouble, and his medical costs rose sharply. He has said he is lucky because his length of service gave him a relatively good pension, but others have been hit harder by changes to the benefits.

Victoria lawyer Catherine Boies Parker, a member of Bennett's legal team, said the next step is undecided. "We don't yet have instructions to appeal, but we may be receiving those shortly."

As of Jan. 1, 2003, trustees controlling the benefits made changes that included a requirement for retirees to pay one-third of their MSP premiums (following a premium increase), an increase in the annual deductible for extended health to \$250 from \$25 per family and elimination of dental-plan funding.

The plaintiff's side argued that it was dealing with a case of "off-loading" the benefits to the board of trustees, while Crown lawyers countered that legislation said premiums and coverage can change at any time.

Dorgan noted "permissive phraseology" in the legislation leads to the conclusion that the programs in question were not guaranteed. She added that a further look at the legislation convinced her of the "discretionary nature" of the retiree benefits.

© Copyright (c) The Vancouver Sun

From the Contract Chair



Just at the moment, I haven't much to report. We are awaiting the results of the bargaining survey. As of Friday the 20th, over 250 of our members

had responded, which is heartening, as there is still another week before the deadline. I understand that there are a great many comments, so the committee will have much to digest before we begin putting together the proposals for bargaining.

Over the past few weeks, much of my time has been devoted to the Joint Rank and Tenure Committee. The report was sent out on the 19th of November; if for any reason you didn't receive an email with an attached copy, you can contact either me or Diane Griffiths, and we will see that one comes your way. I hope that for many faculty the report captured the gist of what was wanted; that for others, it opened the door for further development of systems that would serve their needs; and that for still others, it allayed the worst fears of what such systems might engender. I have been given the task of organizing a forum for faculty to meet with the Joint Committee, discuss the committee's report, and open the floor to further discussion of the topic and of how we go forward. We will try to hold at least one forum in January.

I do want to take this occasion to credit the members of this joint committee with openness and good faith, the willingness to compromise, and a good deal of hard work. Whenever you have seven or eight people—faculty and administrators—with diverse opinions, coming from their own experience, and trying to factor in a number of submissions from various departments and groups of faculty, while surveying practices from other universities—well, you get the picture. It's uphill work.

Here is what you can expect in terms of bargaining. Traditionally, the FSA opens bargaining with the Employer at some point during the last four months of the Collective Agreement. Normally this occurs in January or February. We have a great deal to work on in the beginning: 1) cleaning up the language of the agreement; 2) taking care of such "housekeeping" items as updating the contract to reflect our new title and mandate; 3) making certain that current practices and letters of agreement which have not yet made their way into the contract end up there; 4) incorporating additional definitions, including such items as tenure, and improved language on academic freedom and intellectual property. 5) For staff in particular, a committee has been working for some months on improved practices in staff evaluations, and their recommendations need to become part of the Collective Agreement. Most of these items were not included in the survey because they pretty obviously need to proceed.

We will report these matters, as well as other issues, to you on a regular basis in the form of bargaining updates.

Meanwhile, the bargaining committee will continue to sift through your responses to the survey, and will put together a "package" of prioritized items. In addition, we will all be discussing faculty wishes on tenure, titles, and rank, with a view to getting at least a basic outline in the contract, provided that faculty agree.

It is unlikely that the FSA will be participating in "central table" bargaining at the provincial level. Like many of the lower mainland institutions and the majority of the "new universities" (which, by the way, are now termed "young universities" by the Ministry), we did not find that table and process, as proposed at a FPSE bargaining conference at the beginning of

October, suited to our needs and issues. We will, however, be in close touch with other unions with a view to maximizing both communication and collective pressure. All colleges, institutes and "young universities" are, of course, still subject to central bargaining of salaries, and subject to the approval of PSEA (Post-Secondary Employers' Association) and PSEC (Post-Secondary Educators' Council) for any cost items. All this is just to remind us that we are under the increasingly stingy thumb of the provincial government.

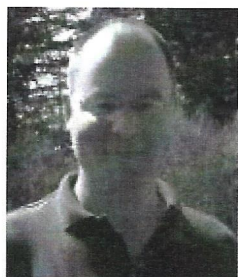
Bargaining on pensions will take place in yet another central provincial table involving both FPSE and the BCGEU. I would recommend that you take a look at the pension presentation offered recently by Weldon Cowan, the notes from which are available through a link on the FSA website. FPSE may be canvassing you on the subject of pensions in the near future. Here is one point where staff has a definite advantage, as the benefits in their Municipal pension seem to be better protected.

It is difficult to determine timelines, but until we have a new collective agreement, our current agreement remains in force. Most unions throughout the province are not in any hurry to sign an agreement until there are some substantial benefits for doing so. And most have declared that unless the government has something substantive to offer, there is no incentive to agree to anything that extends beyond one year.

On this dreary November day, reviewing all that needs to be accomplished is just making me tired, so I'll sign off with just a reminder that we all need to be working together and supporting each other to make certain that our working lives are more manageable by the time dreary November rolls around next year.

Virginia Cooke

Report from the Secretary-Treasurer



In my last report I said my next written contribution would be the mid-year budget and expenditure report. I would like to thank Harman Grewal for preparing the 'actual vs. budget' review for the 7 month period to October 31, 2009. In the review you will see our expenditures to date within each budget item approved at the last AGM.

This report covers the first seven months (58.33%) of the fiscal year. Since our spending is not evenly distributed throughout the year you will notice that many of our expenditures to date as well as our revenues are not 58.33% of the approved budget. There are a number of reasons for the unevenness of our income and spending. In some cases, such as the AGM and the retreat, the events take place at the beginning of the year so consequently all of our spending on these items is done and the amounts reported are final figures for the year. In other cases, such as 'donations' which occur mostly at Christmas, our expenditures to date are a low percentage of the budget. As another example, most of the executive releases expenditures occur in September so those expenses (68% of that budget line item so far) are higher than the 58% you might expect if they were paid out evenly through the year. Our revenues are also a little uneven and are typically higher in the second half of the year.

The shortfall of revenue over expenditures, the loss of about \$27,500 in the report, is due to the lumpy nature of our expenditures and income. On the income side, if we had received 58.33% of our income, income would be about \$21,000 higher. On the expenditure side, if we had only incurred 58.33% of our executive release expenses to date our expenditures would be about \$24,000 lower.

These facts make a mid-year report seem a little unhelpful and you might wonder why we have one. The purpose of the midyear report is to keep our members informed, to remind you what our budget items are, and to ensure transparency in our budget process. In looking at the review, Harman and I see no cause for concern.

If you have any questions or concerns relating to the financial position of the FSA please let me know.

Sean Parkinson

FSA 'ACTUAL VS. BUDGET' REVIEW FOR THE 7-MONTH PERIOD ENDING OCTOBER 31, 2009

	Apr - Oct '09 Actual	Apr '09 - Mar '10 Annual Budget	Percentage of Budget
REVENUES			
Revenue-Dues	397,333.49	718,048.00	55.34%
Reserve Revenues	6,239.65	10,500.00	59.43%
Total Revenues	403,573.14	728,548.00	
Percentage of revenue earned			55.39%
EXPENDITURES			
AGM	2,204.41	3,000.00	73.48%
Committee Expenses	545.37	1,000.00	54.54%
Communications to Members	2,423.73	4,000.00	60.59%
Delegate Fees & Seminars	2,450.00	5,000.00	49.00%
Donations	100.00	7,100.00	1.41%
Executive Releases	164,350.67	241,300.00	68.11%
Fitness Challenge UCFV	0.00	2,000.00	0.00%
FPSE Fees	183,448.12	313,357.00	58.54%
Fraser Valley Labour Council	1,200.00	2,400.00	50.00%
Legal, Audit & Management Fees	5,403.09	9,500.00	56.87%
Membership Recognition	4,190.01	8,000.00	52.38%
Office Equipment & Repair	888.69	4,500.00	19.75%
Office Staff	48,291.03	90,636.00	53.28%
Office supp/ISP/phone/fax	4,757.72	12,000.00	39.65%
Retreats	5,741.04	7,900.00	72.67%
Social	2,129.69	6,500.00	32.76%
Travel Expenses	2,897.77	4,000.00	72.44%
Total Expenditures	431,021.34	722,193.00	
Percentage of expenditures spent			59.68%
Net Ordinary (Loss)/Income	-27,448.20	6,355.00	
	-27,448.20	6,355.00	

From the F.P.S.E. - Status of Women Rep.



In October I attended the meeting of the FPSE Status of Women Committee (SWC). The demands of this busy Fall flu season were apparent as less than half of the committee members were present.

I am pleased to announce that the newest SWC Representative for the Nicola Valley Institute of Technology NVIT) Employees' Association, Roman Erinburg, is the first male representative since my involvement in the SWC. He brings his knowledge of women's issues from his employment at the NVIT Vancouver campus where he delivers computer introduction 3 credit courses to an all-women group of the Choices Program. The Choices program is offered with the cooperation of the Helping Spirit Lodge Society and is designed to increase the employability of Aboriginal women survivors of abuse.

Equity Audit Report

The equity audit report could not be completed due to the very few responses to the survey. Only 450 responses out of a possible 8000 were collected. This was not sufficient to provide reliable data.

Pink Slip Campaign

Some committee members agreed that the pink slip campaign was ineffective and very unfriendly to the environment. The SWC committee will look for more environmentally friendly ways to promote campaigns.

December 6th Events and Information

Since this year marks the 20th anniversary of the Montreal Massacre, the committee spent a significant amount of time sharing ideas for campus events. Several institutions are not planning events because Dec. 6th falls on a Sunday. Some are planning to show videos including a public screening of the newly released "Polytechnic" video.

Kwantlen Polytechnic University has a permanent monument on the Surrey campus constructed by the Welding Department. This would be a great project for the UFV Welding students and I will inquire about the possibility of having something like this at UFV.

Lori Wirth



You're invited to a Bead Party!

Where?
Room D203

When?
Friday, December 4th from 10am to 4pm

BeadforLife

Eradicating Poverty One Bead at a Time®

Event hosted by
the FSA Status of Women
and the Social, Cultural and
Media Studies Department

Be Inspired!

Purchase Jewelry!

Make a Difference!

University of the Fraser Valley &
Faculty and Staff Association
invite you to the annual

Christmas Dinner and Dance

*Bring your family, friends, colleagues, dancing shoes and your festive attitude.
Special prizes for the department with the largest participation.*

Saturday, December 5, 2009

600 - 700 cocktails
700 - 800 dinner
800 - 1200 dancing, gift draws

Langley Banquet Center

3227 264th Street, Aldergrove, BC

\$25 per person

Includes a buffet dinner, wine
and entertainment

Tickets:

Faculty Reception - Abbotsford
Reception Bldg A - Chilliwack
Reception - Canada Education Park
Reception - Mission
Reception - Marshall Road
By mail - Agassiz and Hope

Questions:

Please contact one of the FSA Social committee members:
Kathy Gowdrige local 6311
Margaret Brackett local 4523
Shelaugh Thomson local 2604
Mandy Klepic local 6333

UNIVERSITY
OF THE FRASER VALLEY

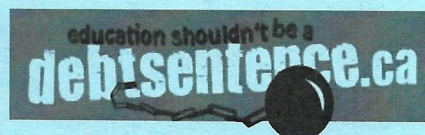
FSA Contacts For 2009/2010

POSITION		LOCAL
President	Rhonda Snow	4061
Past President	Scott Fast	4444
Faculty Vice-President	Molly Ungar	4764
Staff Vice-President	Isabel Hay	4034
Contract Administrator (Faculty)	Curtis Magnuson	4085
Contract Administrator (Staff)	Heidi Tvete	4593
Contract Chair	Virginia Cooke	4516
Secretary/Treasurer	Sean Parkinson	4301
Communications Chair	Hilary Turner	4466
Agreements Chair	Wendy Burton	4627
JCAC Co-Chair	Shannon Draney	5402
JPDC Co-Chair	Moira Kloster	4320
OH&S Co-Chair	Kathy Gowdridge	6311
Social Committee Chair	Mandy Klepic	6333
FPSE REPS		
Status of Women	Lori Wirth	4006
Human Rights	Kulwant Gill	4578
Non-Regular Employees Co-Chairs	Jeffrey Chizma	4228
OFFICE ADMINISTRATION		
Member Services & Procedures	Tanja Rourke	4530
Finance	Harman Grewal	4475

www.ufv-fsa.ca

What's New on the FPSE Calendar

Check out these updates on the FPSE website: www.fpse.ca



For more information on the Canadian Federation of Students-BC 'Debt Sentence' Campaign, visit www.debtsentence.ca

**ESL Teachers certify as union:
latest Vancouver ESL school
joins expanding union.**

For more information, visit www.fpse.ca/news

Words & Vision

**Newsletter of the
UFV Faculty and Staff
Association**

33844 King Road
Abbotsford, BC V2S 7M8

**Tel: 604.854.4530
Fax: 604.853.9540**

**Hilary Turner, *Editor*
Tanja Rourke, *Layout***

Printed by
UFV Printing Services

Contributions and ideas are welcome from all members.
Email: Hilary.Turner@ufv.ca